

Sharing Strategies for Training Title IX Coordinators

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One of the most useful services that a State Education Agency (SEA) can provide is the coordination and offering of professional development to school districts. This article outlines how SEA Title IX Coordinators can organize training for district and building level Title IX Coordinators, as well as any others who oversee compliance on sex discrimination.

The Connecticut State Department of Education has been actively involved in Title IX gender equity work for over 30 years. The implementation of Title IX and training of Title IX Coordinators has been a major effort.

For years the Connecticut State Department of Education has partnered with the [Equity Assistance Center](#) in providing services to school districts.

Program Description

Equity Assistance Centers are funded by the US. Department of Education to provide technical assistance and training, upon request, in the areas of race, sex, and national origin to public school districts and other responsible governmental agencies to promote equitable education opportunities. The centers work in the areas of civil rights, equity, and school reform. This assistance helps schools and communities ensure that equitable education opportunities are available and accessible for all children.

Types of Projects

Typical activities include: (1) technical assistance in the identification and selection of appropriate education programs to meet the needs of limited English proficient (LEP) students; and (2) training designed to develop educators' skills in specific areas, such as the dissemination of information on successful education practices and the legal requirements related to nondiscrimination on the basis of race, sex, and national origin in education programs. Projects include technical assistance and training for education issues occasioned by school desegregation. The centers work with schools in the areas of harassment, bullying, and prejudice reduction. Centers also develop materials, strategies, and professional development activities to assist schools and communities in preventing and countering harassment based on ethnicity or gender.

source: US Department of Education

Connecticut, being in Region One, has been well served by the [New England Equity Assistance Center at Brown University](http://www.neeac.alliance.brown.edu/about_eac.php). They have provided exceptional training in Title IX, all at no expense to the SEA or the districts, as part of their contractual mandate. Workshop lengths vary from a few hours to several days depending on the need. SEAs need only to request services. A list of all the centers is available at http://www.neeac.alliance.brown.edu/about_eac.php.

Another source of excellent training services is the National Women's Law Center (NWLC).

Since 1972, the Center has expanded the possibilities for women and girls in this country. The Center uses the law in all its forms: getting new laws on the books and enforced; litigating ground-breaking cases in state and federal courts all the way to the Supreme Court; and educating the public about ways to make the law and public policies work for women and their families. An experienced staff of more than 50 takes on the issues that cut to the core of women's and girls' lives in education, employment, family economic security, and health -- with special attention given to the needs of low-income women and their families.

source: National Women's Law Center

They have been the legal counsel for many major landmark cases including Davis vs. Monroe County Board of Education, National Wrestling Coaches Association vs. United States Department of Education, Communities for Equity vs. Michigan High School Athletic Association, and Jackson v. Birmingham Board of Education. The NWLC are strong advocates for gender equity. All their trainers are experienced attorneys. The NWLC is a non-profit group and would welcome an honorarium to cover fees and expenses. The contact is:

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The US Department of Education Office for Civil Rights also provides training in several areas. They will conduct a three hour Title IX workshop at no cost. The abstract reads:

Title IX in Public Schools

This presentation provides an overview the requirements of Title IX, which prohibits discrimination on the basis of sex, in public schools. The presentation will address procedural requirements including coordinators, grievance procedures, and notices of nondiscrimination, as well as key substantive areas including sexual harassment, pregnancy, different treatment, single-sex education, and interscholastic athletics.

SEAs must request the program from your [regional office](#). Your regional office must then, in turn, request approval from the headquarters in Washington, DC. The benefits of using the Office for Civil Rights is that their services are free and they do know the law. The program follows a strict format.

Because of stringent guidelines from the USDOE trainers are somewhat limited as to deviating from the approved program. That is not the case with the Equity Assistance Centers or the National Women's Law Center who will work with the SEA to tailor the program. In addition, the SEA will need to be involved in ensuring that participants learn about state regulations regarding bullying, child abuse reporting or any other unique issues.

How to conduct a proper investigations is a major topic and often cited by the Office for Civil Rights as a strong training need for schools. In Connecticut we offer a separate full day program done by a trained investigator.

Please direct any other questions about organizing training to:

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Title IX, Sexual Harassment – website
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